

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, January 26, 2007 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 21; Side A, 260 – EOT
21; Side B, 001 – EOT
23; Side A, 001 - 078

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan,
and Schmitt (Chair)

SCHEDULED ITEMS:

1. 07-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation Positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 07-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 07-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments. **(INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

4. 06-88(a) A. An adopted resolution directing the Director of Human Resources to submit a progress report on the implementation of the Ceridian payroll/personnel system as reported by the Implementation Oversight Committee. **(REPORT FROM DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**
(Additional addendum reports from DAS.)

SCHEDULED ITEMS:

APPEARANCES:

Kelly Nesemann, Project Manager, Ceridian

Hugh Morris, Business Systems Project Manager, IMSD (DAS)

Linda Seemeyer, Director, Department of Administrative Services

- 21/A-336 Mr. Morris provided the Committee with a brief demonstration of Ceridian's Time and Attendance System for employees that use a standard timecard, project timecard, or elapsed timecard.

Questions and comments ensued at the conclusion of the presentation.

- 21/A-631 Chairman Schmitt turned everyone's attention to the report submitted, and the Committee expressed concern regarding the numerous phases of the project flagged red within the report.

- 21/B-36 Supervisor DeBruin indicated for the next cycle, it would be helpful for the Committee to have a corrective action plan from the Director of the Department of Administrative Services that should include an analysis/comparison of what the original parameters of the project were in the beginning as to what they are now, i.e. timeline, cost, etc. She stated she would also like to know what resources are needed or not needed in order to complete the project in a timely manner.

The Committee took no action regarding this informational report.

- 05-497 B. An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(1/27/06: Chairman requested monthly status reports from the Director of DHR regarding any efficiencies, savings, job shifting and where the initiative is headed.) (REPORT FROM DIRECTOR, DHR – INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

APPEARANCE:

Dr. Karen Jackson, Interim Director, Human Resources, DAS

- 21/B-240 Dr. Jackson stated Human Resources continues to suffer severe downsizing. However, they are working towards being the project sponsor and set the example as to how a department will incorporate Ceridian into their workflow. Everyone in her Department is actively online. Quite a few errors have been made, but it's a learning process

SCHEDULED ITEMS:

that's working. Dr. Jackson indicated they will be working with human resources' coordinators from the various departments. Mr. Morris meets with them quarterly. This ensures that everyone is receiving regular updates and is kept informed. They are also re-evaluating the idea of acquiring additional staff to help do the work. She emphasized the importance of the project and assured the Committee that completion is a priority.

In terms of the impact on payroll positions, Dr. Jackson indicated she has no specific data to report at this time. They are looking at training to provide feedback from payroll managers and those who will be utilizing the system as to whether or not this impacts their job and if so, how.

Questions and comments ensued.

The Committee took no action regarding this informational report.

5. 06-488 From Director, Department of Administrative Services, appointing Gregory Gracz to the position of Director, Labor Relations for Milwaukee County.

APPEARANCE:

Linda Seemeyer, Director, Department of Administrative Services

- 21/B-307 Ms. Seemeyer introduced Mr. Gracz, to the Committee. Mr. Gracz spoke briefly.

Supervisors provide commentary on the nomination.

ACTION BY: (Borkowski) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan and Schmitt (Chair) – 7

NOES: 0

6. 06-395 From the Director of Human Resources, submitting recommendations
(a)(b) for appropriate classifications and rates of pay for positions created in the 2007 Adopted Budget.

APPEARANCE:

Dr. Karen Jackson, Deputy Director, Human Resources, DAS
James Tate, Analyst, Human Resources, DAS

Questions and comments ensued relating to pay scales.

SCHEDULED ITEMS:

- 21/B-491 **ACTION BY: (Cesarz) Approve. 7-0**
AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
 Weishan and Schmitt (Chair) – 7
NOES: 0
7. 06-350 Status Report from the Employee Health Care Work Group on Employee
 (a) Health Care. **(Also to the Committee on Finance and Audit.)**
 (INFORMATIONAL ONLY UNLESS OTHERWISE DIRECTED BY THE
 COMMITTEE)
- APPEARANCE:**
 William Domina, Corporation Counsel
- 21/B-498 Mr. Domina stated the Employee Health Care Workgroup has
 accomplished the conversion to a self-insured policy and now plans to
 focus on healthcare savings and design. The Workgroup continues to
 meet with the involvement of WPS and the health care consultant, Stuart
 Piltch. They are beginning the process of identifying information that
 needs to be exchanged between Milwaukee County and WPS. That
 information exchange is occurring.
- Mr. Domina went on to state that Mr. Piltch is working with WPS, and
 WPS is coming to the table again as a full partner with Milwaukee
 County. WPS has established internally a Milwaukee County
 Committee to work specifically on Milwaukee County issues. Both
 organizations recognize the benefit of working collaboratively to identify
 how to best control and reduce health care costs. He indicated that
 further reports will be brought back as needed.
- 21/B-517 Mr. Ken Loeffel appeared and spoke on behalf of retirees in relation to
 this item.

Questions and comments ensued.

The Committee took no action regarding this informational report.

RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:

8. 06-261 From Purchasing Administrator, requesting authorization to create three
 Private Citizens positions for the Purchasing Standardization Committee.
 (Also to the Committee on Finance and Audit and Division of Human
 Resources.) (Report due from County Board Staff.)

SCHEDULED ITEMS:

APPEARANCE:

Pinkey Buford, Purchasing Administrator, Procurement, DAS

- 21/B-610 Supervisor Coggs-Jones made a motion for approval and explained to the Committee the action taken by the Finance and Audit Committee and their concern with a review of all commissions and committees in relation to stipends provided to members.

Questions and comments

- 21/B-640 Supervisor DeBruin made a motion to lay the item over until information could be gathered and provided regarding a review of the various commissions and committees as it relates to stipends.

Further discussion ensued.

ACTION BY: (DeBruin) Layover. 1-6

AYES: DeBruin – 1

NOES: Cesarz, Coggs-Jones, Borkowski, Quindel, Weishan, and Schmitt (Chair) – 6

Motion Fails

ACTION BY: (Coggs-Jones) Approve. 5-2

AYES: Cesarz, Coggs-Jones, Borkowski, Quindel, and Weishan – 5

NOES: DeBruin and Schmitt – 2

Item #s 9 and 10 were considered together.

9. 06-483 From the Director of Human Resources, requesting to create three Human Resources Analyst III positions and promotion of three Human Resources Analyst II to newly created positions in the Department of Human Resources. **(Also to the Committee on Finance and Audit.) (Report due from County Board Staff.)**

SEE ITEM #10 FOR COMMITTEE ACTION

10. 07-65 From the Director, Transportation and Public Works, requesting to re-create 12 positions of Security Worker (Hourly) (Title Code 62010) in the DPW-Facilities Management Division that were not budgeted for 2007. **(Also to the Committee on Finance and Audit, the Committee on Transportation, Public Works, & Transit, Department of Administrative Services, and Division of Human Resources)**

SCHEDULED ITEMS:

ACTION BY: (Borkowski) Approve Item #s 9 and 10. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s):

11. 07-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION BY (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #11 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 10:50 a.m. The Committee did not reconvene back into open session.

SCHEDULED ITEMS:

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)
Linda Seemeyer, Director, Department of Administrative Services
Dr. Karen Jackson, Interim Director, Human Resources, DAS
James Tate, Analyst, Human Resources, DAS
William Domina, Corporation Counsel
Pinkey Buford, Purchasing Administrator, Procurement, DAS
Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 11:55 a.m.

Adjourned,

Jodi Mapp

Committee Clerk
Committee on Personnel